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12 December 1972

MEMORANDUM FOR: Director of Personnel

SUBJECT : Planned Rotational Assignments  
Between the Personnel and Support  
Career Services

1. Examination of the Agency's structure and the functions assigned to Personnel and Support Careerists suggests that many of the positions are readily interchangeable. From the standpoints of individual career development and better manpower utilization, it appears desirable to encourage a certain amount of planned rotation between our Career Service and the Support Service, both at Headquarters and in the field.

2. These rotations would be extremely beneficial to both Personnel and Support Careerists. We have only a limited number of overseas positions and the number keeps shrinking year after year. If Personnel Careerists are to have the opportunity to gain overseas experience that would enable us to enhance our value to operating components at Headquarters, then rotation to Support positions is the only possible route. However, only one Personnel Careerist currently occupies a Support position overseas. The Support Service is faced with the opposite problem. Approximately 40% of Support positions are either overseas or in the domestic field. This requires many Support Careerists to follow a rather nomadic career with little opportunity for meaningful Headquarters assignments. By exchanging Personnel positions at Headquarters with Support positions overseas, we would bring about a more favorable balance of assignments for both Career Services.

3. We propose that the Deputy Director for Support identify certain Headquarters and overseas Support positions that would be filled on a continuing basis by Personnel Careerists and, concurrently, that you identify Personnel

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positions that could be occupied by Support Careerists. Granted, this type of mutually beneficial interchange already take place, but the arrangements are on a hit or miss basis and should be formalized to reap the maximum benefit to both Career Services. We believe that this cross fertilization will benefit the individual officers, DDS Career Services, and the operating components we serve.

STATINTEL



Chairman  
SP Junior Advisory Panel

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ATTACHMENT C - 3

Specialized OP Training - Specialized OP Component (CPD)

- I. Introduction to your job
  - A. Meet your Supervisor (same as DDO and DDI)
- II. Specialized Training for Assignment to CPD
  - A. Familiarization with OGC
  - B. Review of OLC
  - C. IG Functions
  - D. Capabilities of OJCS
  - E. Financial Transactions in OP

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